Head of Department Reward

**Appointment and reward of new HoD**

**Reward, first two years:**
- New Professorial HoDs receive an unconsolidated, nonsuperannuable salary increase equivalent to 1 prof. increment.
- New Grade 9 HoDs receive unconsolidated non-superannuable salary increase equivalent to 2 increments.

**Departmental Allowance:**
- Level I: £2,000
- Level II: £3,000
- Level III: £4,000
- NB: allowance levels are initial recommendations, HoDAP can then configure the amounts according to the challenges represented by the individual department.

**18 month review**
- (1½ years into term)
- Dean reviews progress in role by new HoD, measured against expectations set by Dean on HoD commencement.
- HoDAP reviews Dean recommendation, decides if new HoD is successful or not.

**Successful review**
- Salary element is consolidated and becomes superannuable.

**Unsuccessful review**
- No change to salary element

**End of term review**
- (normally 3 years into term)
- 12 months before end of term, PDR discussion to include future plans, support, and development of outgoing HoD.
- In cases of exceptional personal performance to achieve major transformational change, consideration be given to the provision of specific additional support to enable the HoD to maintain academic trajectory.

**Salary element**
- Consolidated and becomes superannuable.

**End of term review**
- 6 months before end of term, HoD performance is reviewed by HoDAP. Where performance is rated very good or excellent, consider whether to award 1 increment to professorial HoDs or 2 increments to SL/STF/Reader HoDs.

**All outgoing HoDs eligible for an additional term of academic research and education leave.**